

| <u>State</u> | <u>State Minimum Wage Rate</u> | <u>Notes</u> | <u>Total Paid Hourly Wages (16 and over)*</u> | <u>At \$5.15/Hr.</u> | <u>Below \$5.15/Hr.</u> | <u>Total At or Below \$5.15/Hr.</u> | <u>% At or Below \$5.15/Hr. - All Hourly Paid Workers</u> | <u>% At \$5.15/Hr of Total At or Below \$5.15/Hr.</u> | <u>% Below \$5.15/Hr of Total At or Below \$5.15/Hr.</u> |
|-------------------|--------------------------------|---|---|----------------------|-------------------------|-------------------------------------|---|---|--|
| Alabama | None | | 1,054,000 | 11,000 | 25,000 | 36,000 | 3.4% | 31% | 69% |
| Alaska | \$7.15 | | 190,000 | 1,000 | 1,000 | 2,000 | 1.1% | 50% | 50% |
| Arizona | None | | 1,293,000 | 20,000 | 32,000 | 52,000 | 4.0% | 38% | 62% |
| Arkansas | \$5.15 | | 653,000 | 15,000 | 19,000 | 34,000 | 5.2% | 44% | 56% |
| California | \$6.75 | | 8,441,000 | 13,000 | 72,000 | 85,000 | 1.0% | 15% | 85% |
| Colorado | \$5.15 | | 1,141,000 | 5,000 | 29,000 | 34,000 | 3.0% | 15% | 85% |
| Connecticut | \$6.90 | (will rise to \$7.10 on 1/1/04) | 882,000 | 3,000 | 12,000 | 15,000 | 1.7% | 20% | 80% |
| Delaware | \$6.15 | | 201,000 | 1,000 | 4,000 | 5,000 | 2.5% | 20% | 80% |
| District of Colum | \$6.15 | | 117,000 | 1,000 | 3,000 | 4,000 | 3.4% | 25% | 75% |
| Florida | None | | 3,851,000 | 20,000 | 125,000 | 145,000 | 3.8% | 14% | 86% |
| Georgia | \$5.15 | | 1,972,000 | 3,000 | 52,000 | 55,000 | 2.8% | 5% | 95% |
| Hawaii | \$6.25 | | 293,000 | 0 | 6,000 | 6,000 | 2.0% | 0% | 100% |
| Idaho | \$5.15 | | 378,000 | 4,000 | 11,000 | 15,000 | 4.0% | 27% | 73% |
| Illinois | \$5.50 | (will rise to \$6.50 on 1/1/05) | 3,169,000 | 31,000 | 66,000 | 97,000 | 3.1% | 32% | 68% |
| Indiana | \$5.15 | | 1,802,000 | 5,000 | 49,000 | 54,000 | 3.0% | 9% | 91% |
| Iowa | \$5.15 | | 900,000 | 5,000 | 24,000 | 29,000 | 3.2% | 17% | 83% |
| Kansas | \$2.65 | | 784,000 | 9,000 | 15,000 | 24,000 | 3.1% | 38% | 63% |
| Kentucky | \$5.15 | | 1,061,000 | 17,000 | 32,000 | 49,000 | 4.6% | 35% | 65% |
| Louisiana | None | | 1,034,000 | 23,000 | 31,000 | 54,000 | 5.2% | 43% | 57% |
| Maine | \$6.25 | | 391,000 | 2,000 | 9,000 | 11,000 | 2.8% | 18% | 82% |
| Maryland | \$5.15 | | 1,347,000 | 3,000 | 32,000 | 35,000 | 2.6% | 9% | 91% |
| Massachusetts | \$6.75 | | 1,682,000 | 3,000 | 35,000 | 38,000 | 2.3% | 8% | 92% |
| Michigan | \$5.15 | | 2,884,000 | 17,000 | 71,000 | 88,000 | 3.1% | 19% | 81% |
| Minnesota | \$5.15 | | 1,608,000 | 11,000 | 21,000 | 32,000 | 2.0% | 34% | 66% |
| Mississippi | None | | 640,000 | 17,000 | 17,000 | 34,000 | 5.3% | 50% | 50% |
| Missouri | \$5.15 | | 1,610,000 | 10,000 | 38,000 | 48,000 | 3.0% | 21% | 79% |
| Montana | \$5.15 | | 241,000 | 5,000 | 2,000 | 7,000 | 2.9% | 71% | 29% |
| Nebraska | \$5.15 | | 515,000 | 6,000 | 12,000 | 18,000 | 3.5% | 33% | 67% |
| Nevada | \$5.15 | | 612,000 | 9,000 | 6,000 | 15,000 | 2.5% | 60% | 40% |
| New Hampshire | \$5.15 | | 383,000 | 1,000 | 9,000 | 10,000 | 2.6% | 10% | 90% |
| New Jersey | \$5.15 | | 1,920,000 | 11,000 | 61,000 | 72,000 | 3.8% | 15% | 85% |
| New Mexico | \$5.15 | | 488,000 | 14,000 | 9,000 | 23,000 | 4.7% | 61% | 39% |
| New York | \$5.15 | | 4,030,000 | 35,000 | 101,000 | 136,000 | 3.4% | 26% | 74% |
| North Carolina | \$5.15 | | 2,043,000 | 10,000 | 54,000 | 64,000 | 3.1% | 16% | 84% |
| North Dakota | \$5.15 | | 192,000 | 4,000 | 4,000 | 8,000 | 4.2% | 50% | 50% |
| Ohio | \$4.25 | | 3,323,000 | 33,000 | 92,000 | 125,000 | 3.8% | 26% | 74% |
| Oklahoma | \$5.15 | | 869,000 | 15,000 | 20,000 | 35,000 | 4.0% | 43% | 57% |
| Oregon | \$7.05 | (Beginning 1/1/04, wage rate will be indexed to inflation—adjustment will occur every Jan. 1) | 924,000 | 2,000 | 9,000 | 11,000 | 1.2% | 18% | 82% |
| Pennsylvania | \$5.15 | | 3,397,000 | 27,000 | 89,000 | 116,000 | 3.4% | 23% | 77% |
| Rhode Island | \$6.15 | (will rise to \$6.75 on 1/1/04) | 291,000 | 1,000 | 7,000 | 8,000 | 2.7% | 13% | 88% |
| South Carolina | None | | 930,000 | 8,000 | 23,000 | 31,000 | 3.3% | 26% | 74% |
| South Dakota | \$5.15 | | 234,000 | 2,000 | 5,000 | 7,000 | 3.0% | 29% | 71% |
| Tennessee | None | | 1,499,000 | 21,000 | 22,000 | 43,000 | 2.9% | 49% | 51% |
| Texas | \$5.15 | | 5,013,000 | 78,000 | 129,000 | 207,000 | 4.1% | 38% | 62% |
| Utah | \$5.15 | | 644,000 | 8,000 | 9,000 | 17,000 | 2.6% | 47% | 53% |
| Vermont | \$6.25 | | 189,000 | 1,000 | 3,000 | 4,000 | 2.1% | 25% | 75% |
| Virginia | \$5.15 | | 1,596,000 | 8,000 | 40,000 | 48,000 | 3.0% | 17% | 83% |
| Washington | \$7.01 | (will rise to \$7.16 on 1/1/04. Rate is indexed to inflation—adjusted every Jan. 1) | 1,648,000 | 1,000 | 11,000 | 12,000 | 0.7% | 8% | 92% |
| West Virginia | \$5.15 | | 443,000 | 13,000 | 12,000 | 25,000 | 5.6% | 52% | 48% |
| Wisconsin | \$5.15 | | 1,776,000 | 6,000 | 33,000 | 39,000 | 2.2% | 15% | 85% |
| Wyoming | \$5.15 | | 141,000 | 2,000 | 3,000 | 5,000 | 3.5% | 40% | 60% |
| Federal | \$5.15 | | 72,720,000 | 570,000 | 1,598,000 | 2,168,000 | 3.0% | 26% | 74% |

Note: A state cannot reduce the requirements of the FLSA. Most states have adopted minimums, although many simply track the FLSA. Others are broader, for example, covering workers not covered under the FLSA or setting higher minimums than the federal rate.

<http://stats.bls.gov/cps/minwage2002tbls.htm#3>

Sources: U.S. Department of Labor, Employment Standards Administration, Minimum Wage and Overtime Premium Pay Standards Applicable to Nonsupervisory, Non-Farm, Private-Sector Employment Under State and Federal Laws, Jan. 1, 2002,

***Source:** March 2002 CPS